PROVINCE OF SASKATCHEWAN

08-09

ANNUAL REPORT

ADVANCED EDUCATION, EMPLOYMENT AND LABOUR

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Letters of Transmittal

His Honour the Honourable Dr. Gordon L. Barnhart
Lieutenant Governor of Saskatchewan

Your Honour:

I am pleased to submit the Annual Report for the fiscal year ending March 31, 2009.

The Government of Saskatchewan is committed to delivering and building on its promises to Saskatchewan people. One of those promises is a commitment to increased transparency and accountability. A significant number of commitments were made to Saskatchewan people in Government's first year of holding office. These include commitments made in: the election platform, the fall 2008 Speech from the Throne, the Ministers' Mandate letters, and the 2008-09 Budget Summary. The 2008-09 Annual Report demonstrates progress towards the commitments that relate to this Ministry as of March 31, 2009.

Government has defined its direction for ministries and has communicated this direction through a vision and goals released with the 2009-10 Budget. Ministries have aligned with this direction and have developed strategies and actions to help deliver on government's plan for Saskatchewan – to be "Strong and Steady" in the years to come.

The Ministry of Advanced Education, Employment and Labour has worked to develop strategies, foster partnerships and deliver programs to promote a competitive, safe, fair and balanced labour environment and to build and maintain the vibrant, skilled workforce our province requires to meet existing and future labour market demands.

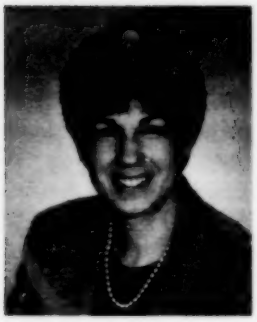
In 2008-09, the Ministry made significant progress toward those goals, by:

- Implementing the new Graduate Retention Program (GRP) – the most aggressive youth retention program in Canada;
- Participating in key partnerships and initiatives to improve educational and employment outcomes for Saskatchewan's First Nations and Métis people;
- Engaging our partners in the post-secondary sector to build a vision for a system that is defined by excellence, innovation, inclusiveness, effectiveness, and responsiveness;
- Working with Saskatchewan's industries and employers – here at home and beyond our borders – to recruit and retain the skilled workers they need;
- Engaging with immigration stakeholders, as part of developing a new, multi-faceted Immigration Strategy; and
- Working with employers, partners and legislators to improve safety in Saskatchewan's workplaces.

The initiatives pursued in 2008-09, and the results achieved, are communicated to the legislature and to the Saskatchewan people through this report. The results achieved within government's first year provide a foundation for establishing priorities and influencing future government activities. Therefore, the annual reports are not only an important accountability document, but they help to inform future planning and resource allocation in the upcoming years.

Sincerely,

Rob Norris
Minister of Advanced Education, Employment and Labour
Minister Responsible for Immigration



The Honourable Rob Norris
Minister of Advanced Education, Employment and Labour
Minister Responsible for Immigration

Dear Minister Norris:

I have the honour of submitting the Annual Report on behalf of the Saskatchewan Ministry of Advanced Education, Employment and Labour for the fiscal year ending March 31, 2009.

This Annual Report highlights actions directed in support of Government's goals for an innovative and growing economy.

The Ministry takes the responsibility of reporting accurate and reliable information very seriously, and the information contained herein has been completed to the best of our ability.

Respectfully submitted,

Clare Isman
Deputy Minister
Advanced Education, Employment and Labour

Introduction

This Annual Report presents the activities of the Ministry of Advanced Education, Employment and Labour (AEEL) and results for the fiscal year ending March 31, 2009. It reports on public commitments made, and other key accomplishments of the Ministry.

As a transition year, the 2008-09 Annual Report follows a similar format to the 2007-08 Annual Report, and also includes the Government's vision and three goals. With the release of Ministry Plans for 2009-10, ministries will report on publicly committed strategies and actions identified in their plans within the 2009-10 Annual Report.

The 2008-09 Annual Report also sets the stage for the 2010-11 planning and budget process by providing an opportunity to assess the accomplishments, results, and lessons learned, and identifying how to build on past successes for the benefit of Saskatchewan people.

Alignment with Government Direction

The Ministry's 2008-09 Annual Report aligns with Government's vision and three goals:

Our Government's Vision

A secure and prosperous Saskatchewan, leading the country in economic and population growth, while providing a high quality of life for all.

Government's Goals

Goal 1: Sustain Economic Growth for the benefit of Saskatchewan People, ensuring the economy is ready for growth and positioning Saskatchewan to meet the challenges of economic and population growth and development.

The Ministry of Advanced Education, Employment and Labour will support this goal by working to:

- ensure a workforce that has the skills and qualifications to meet the labour demands of a growing economy;
- increase the participation of First Nations and Metis in educational opportunities and in the labour market;
- facilitate increased attraction and retention of immigrants to Saskatchewan; and
- support post-secondary education in Saskatchewan that is affordable and accessible for all.

Goal 2: Secure Saskatchewan as a safe place to live and raise a family where people are confident in their future, ensuring the people of Saskatchewan benefit from the growing economy.

The Ministry of Advanced Education, Employment and Labour will support this goal by working to:

- ensure workplaces are safe to foster competitiveness and productivity.

Goal 3: Keep Government's Promises and fulfill the commitments of the election, operating with integrity and transparency, accountable to the people of Saskatchewan.

Together, all ministries and agencies support the achievement of Government's three goals, and work towards a secure and prosperous Saskatchewan.

Ministry Overview

The mandate of the Ministry of Advanced Education, Employment and Labour is to foster development of an educated, skilled and productive workforce that meets the labour demands of a growing and innovative economy. It promotes a fair and balanced labour environment that respects the rights and responsibilities of workers and employers, and ensures healthy, safe, productive workplaces. The Ministry works in partnership with the private sector, community organizations and education institutions to retain educated and skilled workers, to develop a skilled workforce and to attract educated and skilled workers from outside of the province.

Delivery of Key Programs and Services

AEEL is responsible for the post-secondary system, employment services, immigration services, student financial support, labour standards, occupational health and safety, status of women, labour relations and mediation and worker's advocate.

In 2008-09, the Ministry employed approximately 621 people among the central offices in Regina, 20 Canada-Saskatchewan Career and Employment Services offices, nine Labour Relations offices and two Occupational Health and Safety offices across the province. The 2008-09 FTE budget allocation for the Ministry was 621.6. Actual FTEs utilization was 591.4, resulting in an under usage of approximately 30.2 FTEs due to vacancies, turnover and delayed staffing.

The Ministry provides support and service in areas that have a significant impact on the province's economy and society including: developing a skilled labour force to meet labour market needs, responding quickly to the changing needs of employers and workers as a result of changing economic circumstances, creating a fair and balanced labour environment, respecting the rights and responsibilities of workers and employers, enhancing partnerships with the private sector and others to achieve the outcomes needed, and supporting an innovative, highly productive knowledge-based economy.

The Ministry delivers programs and services through three main categories:

Post-Secondary Education

Saskatchewan's post-secondary system is essential to the province's labour force development; it also helps to foster creative and engaged communities. It provides Saskatchewan residents with the skill sets required to meet labour market demands and to obtain and retain sustainable employment. Importantly, Saskatchewan's advanced education network – especially drawing on centres of excellence at the University of Saskatchewan and the University of Regina – serves as a vital platform for preeminent research and development, a robust innovation agenda and related science and technology initiatives (in areas including bio-science, the environment and energy). Of course, this knowledge network also helps to enrich local and global cultures and communities by reflecting on and celebrating Saskatchewan's sense of place within and beyond Canada.

The Ministry delivers post-secondary programs and services in partnership with other institutions and organizations, including the University of Saskatchewan and the University of Regina (which include their federated and affiliated institutions: First Nations University of Canada, Campion College, Luther College, St. Thomas More College, St. Peter's College, Emmanuel and St. Chad, Lutheran Theological Seminary, St. Andrew's College, Briercrest Family of Schools, and Horizon College and Seminary); Saskatchewan Institute of Applied Science and Technology (SIAST); Regional Colleges; Saskatchewan Apprenticeship and Trade Certification Commission (SATCC); Saskatchewan Indian Institute of Technologies (SIIT); the Gabriel Dumont Institute (GDI); and the Northern Teachers' Education Program (NORTEP). The Government provides funding directly to the public post-secondary institutions. The Ministry also delivers programs and services through Community-Based Organizations (CBOs) focusing on employment preparation and settlement of immigrants. These institutions and organizations have varying accountability to government through legislation specific to their institution, organization or by contracts and agreements. Non-public institutions receive funding through specific agreements and contracts with CBOs.

In terms of financial assistance for students, the Ministry administers several federal and provincial programs that provide repayable and non-repayable financial assistance to qualified Saskatchewan residents enrolling in approved programs of study.

Immigration

The Ministry supports the attraction and settlement of immigrants to the province as well as international student enrolment in Saskatchewan's educational institutions.

The Saskatchewan Immigrant Nominee Program (SINP) enables the province to provide a quicker means of entry for immigrants whose skills and abilities best fit the province's labour market needs and commitment to enriching communities.

Community Partnerships and Settlement facilitates the settlement and integration of new immigrants. The Ministry provides funding to community-based groups to coordinate initial settlement support and to English language-training programs offered through community-based organizations and regional colleges to support communication skills training.

The Recognizing Prior Learning Coordinating Group (RCG) works with regulatory bodies and educational institutions to facilitate the recognition of international training and experience that immigrants bring to our province.

International Education focuses on a strategy that fosters a collaborative approach involving K-12 and post-secondary institutions, the business community, relevant community-based stakeholders and government ministries in order to build the cooperation required for success in this area.

Labour

The Ministry works to create a fair and balanced labour environment that respects the rights of workers and employers and is competitive with other jurisdictions across Canada.

Activities in this area focus on achieving healthy workplaces, the equality of women and supporting the economic and social development of the province through the following:

- Canada-Saskatchewan Career and Employment Services (Can-Sask) offices located across the province provide career and employment services to Saskatchewan people looking for information about career and job opportunities, as well as training and/or education options that enable participation in the provincial labour market. Can-Sask staff have also partnered with key personnel from Service Canada, post-secondary institutions and the private sector to form the Can-Sask Rapid Response Teams, which help ensure that employers and workers can access key programs, services, benefits and information during difficult economic times. The Ministry also markets the www.saskjobs.ca website, which helps Saskatchewan employers recruit educated and skilled individuals, and provides job seekers with the opportunity to join Saskatchewan's work force.
- Occupational Health and Safety offers programs and services for workers and employers to ensure critical labour-related programming remains in place while focusing efforts on creating and sustaining a new culture of safety in the workplace.
- The Status of Women Office provides leadership to government on policy direction affecting the status of women in Saskatchewan and works to achieve social, economic and political equality for women.
- The Office of the Worker's Advocate (OWA) assists any worker or dependant of an injured worker involved in a dispute with the Workers' Compensation Board (WCB) concerning a compensation claim.
- Labour Relations and Mediation provides information, training, bargaining assistance and mediation to labour and management in unionized workplaces. These professionals assist unions and management in resolving difficult labour disputes and work stoppages due to strikes and lockouts.
- Labour Standards provides services to Saskatchewan employers and employees in support of fair and equitable workplace practices. They aim to enforce labour legislation and ensure that employees and employers are aware of their rights and responsibilities under these laws.

Progress in 2008 – 2009

Significant Achievements in 2008-09

The Ministry of Advanced Education, Employment and Labour accomplished much in 2008-09 to support the government's goals.

The government's goal of economic growth is supported by the Ministry through increased levels of post-secondary education, which in turn leads to higher levels of success in the labour market.

The Ministry had significant achievements in 2008-09 to support economic growth, including:

- implemented the new Graduate Retention Program (GRP) and issued approximately 26,000 income tax certificates;
- facilitated the strategic and operational review of the First Nations University of Canada; and
- negotiated partnership agreements between Northlands College and Peter Ballantyne Cree Nation, SIAST and Kawacatoose First Nation, and Southeast Regional College and Cowessess First Nation to facilitate delivery of Practical Nursing programs for three First Nations.

The Ministry also partnered with Cumberland Regional College to increase on-reserve delivery of Adult Basic Education, which resulted in the first Adult 12 graduating class from Red Earth First Nation. Other Ministry partnerships included the Northern Labour Market Health Committee, the Northern Health Sector Training sub-committee and other key stakeholders to develop a Multi-Party Training Plan for the northern health sector; and with the Ministry of Education acting as the lead, hosted a national summit on Aboriginal Education. In addition, the Ministry facilitated the amalgamation of Cypress Hills and Prairie West Regional Colleges to create Great Plains College.

To increase the labour supply and support economic growth, the following was achieved to support immigration to Saskatchewan:

- consulted with over 300 immigration stakeholders (from June to December 2008), as part of developing a new, multi-faceted Immigration Strategy;
- issued 2,805 skilled worker and 109 entrepreneur nominations, a 72 per cent increase from 2007-08;
- accompanied 64 private sector employers and five health regions on three recruitment missions to the Philippines, two to the Ukraine and one to Germany, resulting in 817 jobs being offered;
- established the new Program Integrity Unit to investigate and make appropriate referrals on any issues that foreign workers or immigrants bring forward; and
- introduced a new strengths-based settlement and integration model.

The Ministry also worked to increase the labour supply in other ways, including:

- promoted and marketed the provincial job matching website, www.saskjobs.ca – resulting in 5.0 million visits to the site over the 2008-09 fiscal year;
- executed two high-profile missions involving the Premier, the Minister and employers in Fall 2008 and Spring 2009 to draw Ontario workers and their families to Saskatchewan – resulting in more than 144 individuals or families moving to Saskatchewan (at the time of printing), 285 candidates short-listed by employers and significant media attention (commitment made in Throne Speech);
- assisted Saskatchewan employers by facilitating the posting of 138,228 job vacancies on www.saskjobs.ca;
- provided employment services that led to one-third of the 3,000 clients who received them to leave social assistance; and
- implemented the first year of the Canada-Saskatchewan Labour Market Agreement (LMA) including the development of an accountability regimen and processes related to compliance requirements under the LMA.

To support the goal of making Saskatchewan a safe place, the Ministry:

- signed a WorkSafe Saskatchewan Memorandum of Understanding (MOU) with Saskatchewan Workers' Compensation Board (WCB) that commits to a single, integrated provincial prevention strategy; and
- conducted 3,851 workplace site visits, addressing 1,185 more violations than the previous year and issuing 775 stop work orders.

Progress by Core Business Area

B.1. Post-Secondary Education System

The link between sustainable employment and post-secondary education is clear. It is expected almost two-thirds (62 per cent) of all new employment opportunities will require management or post-secondary education and training. As well, nine out of 10 employment opportunities will require a minimum equivalent of a high school diploma[1]. Given this forecast, it is critical that all Saskatchewan people have the foundational skills to access and be successful in post-secondary education. Saskatchewan's post-secondary education system is essential to educational attainment and the development of the province's labour force.

Although levels of educational attainment change slowly, it is critical that these levels continue to increase for Saskatchewan to maintain a quality labour force. Data from Statistics Canada indicate that the educational attainment of the labour force in Saskatchewan has risen since 2000.

Educational Attainment (%) of Labour Force					
Aged 15 Years and Over, Saskatchewan, 2000 to 2008					
	Less than High School Graduate	High School Graduate	Some Post-Secondary	Post-Secondary Certificate or Diploma	University Degree
2000	21.7	23.8	10.3	30.1	14.1
2001	20.5	24.0	9.5	31.8	14.3
2002	19.6	24.4	9.3	31.9	14.9
2003	18.4	23.5	9.4	33.8	14.9
2004	17.8	24.3	9.7	32.7	15.4
2005	17.5	24.2	9.4	32.8	16.1
2006	18.1	24.6	9.1	31.3	16.8
2007	17.6	24.6	9.2	32.2	16.3
2008	16.5	24.7	9.5	32.4	16.8

Data source: Statistics Canada, Labour Force Historical Review, 2008, Table Cd1t02an

Since 2000, the number of individuals with less than high school has decreased while those completing high school, a post-secondary certificate or diploma or a university degree have increased. This change reflects changing demographics and increasing numbers of youth completing high school and entering post-secondary education and training.

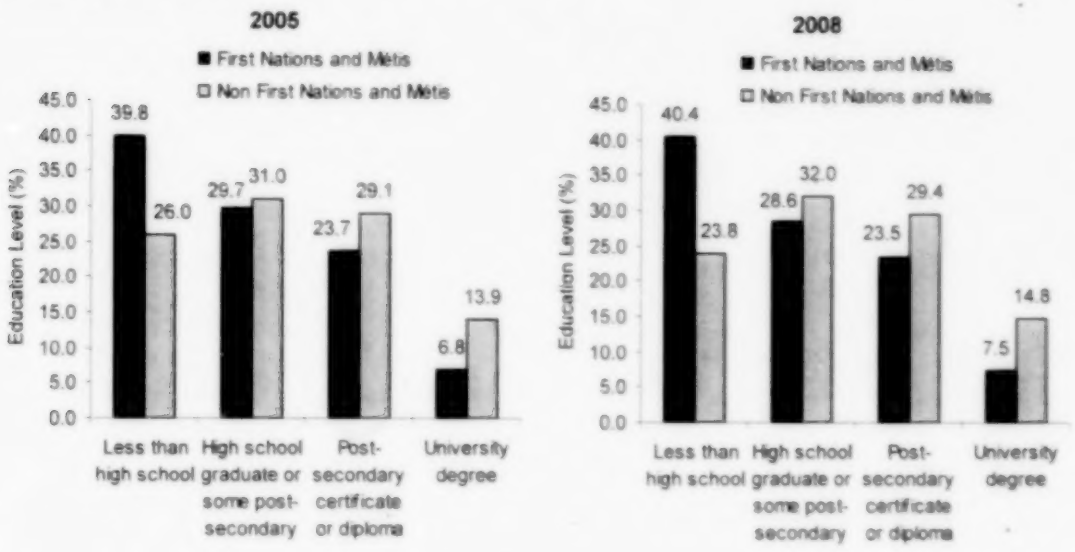
[1] *Saskatchewan Employment Forecast: Occupational Employment Outlook (2007-2012)*

Employment Rate (%) by Education Level, Population Aged 15 Years and Over, Saskatchewan, 2003 to 2008						
Education level	2003	2004	2005	2006	2007	2008
Total, all education levels	64.0	64.3	64.6	65.9	66.8	66.9
Less than high school	38.9	38.3	39.7	42.5	43.4	42.5
High school graduate	73.3	74.0	71.7	73.9	74.5	73.2
Some post-secondary	66.7	67.5	67.0	68.4	69.8	69.9
Post-secondary certificate or diploma	75.0	74.4	74.8	73.9	74.1	75.6
University degree	79.0	80.6	80.0	80.3	81.1	79.5

Data source: Statistics Canada, Labour Force Survey

This indicator reflects the critical importance of education to employment. Education has been established as a key factor in gaining employment and this relationship is becoming stronger over time in the knowledge economy. Individuals with a post-secondary certificate or diploma or a university degree have higher rates of employment than high school graduates and significantly higher rates of employment than individuals who have not completed high school. Employment rates overall have increased in Saskatchewan in recent years due to the province's strong economy and the corresponding increase in demand for labour.

Educational Attainment of First Nations and Métis and non-First Nations and Métis populations aged 15 years and over



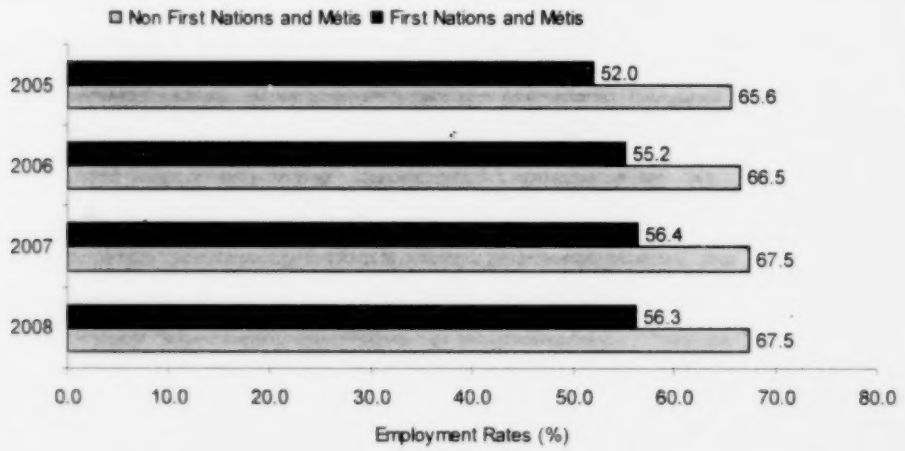
Data source: Statistics Canada Labour Force Survey

Note: Statistics Canada's Labour Force Survey is the most reliable source of annual Aboriginal labour force characteristics, but includes information for off-reserve First Nations and Métis people only. The educational attainment for the non-Aboriginal population is based on a larger sample size and therefore has a higher degree of statistical reliability than that for First Nations and Métis people.

This indicator provides an overarching view of the educational attainment of the Province's First Nations and Métis and non-First Nations and Métis populations. Completion of high school and post-secondary education by the province's First Nations and Métis population continues to lag behind that of the province's non-Aboriginal population.

With a young and growing Aboriginal population, it is essential that supports are in place to help ensure increasing numbers of Aboriginal youth complete high school, are successful in post-secondary education and training, and enter the workforce. The Ministry supports educational opportunities for First Nations and Métis by providing Adult Basic Education (ABE) on-reserve and providing funding to First Nations and Métis post-secondary institutions including SIIT, GDI and DTI , as well as through a range of other advanced educational institutions across the province.

Employment rate of First Nations and Métis and non-First Nations and Métis populations aged 15 years and over



Data source: Statistics Canada, Labour Force Survey

Note: Statistics Canada's Labour Force Survey is the most reliable source of annual Aboriginal labour force characteristics, but includes information for off-reserve First Nations and Métis people only. The employment rate for the non-Aboriginal population is based on a larger sample size and therefore has a higher degree of statistical reliability than that for First Nations/Métis people.

This indicator identifies employment rates for First Nations and Métis and non-First Nations and Métis populations. The First Nations and Métis employment rate increased between 2005 and 2008 – an indication that First Nations and Métis people are more active in Saskatchewan's economy. Prior to this, employment for First Nations and Métis people had trended downwards. However, First Nations and Métis employment continues to trail the non-First Nations and Métis employment rate – although the gap has narrowed in recent years. Lower First Nations and Métis employment rates are linked to lower educational attainment. Canada-Saskatchewan Career and Employment Services has contracts for specialized services that meet pre-employment needs of First Nations and Métis job-seekers.

Operations

The following table outlines the increases in operating funding to the Province's post-secondary institutions:

2008-09 Increase in Post-Secondary Institutions' Funding				
	2007-08 Actual ($)	2008-09 Actual ($)	2008-09 Increase ($)	2008-09 Increase (%)
Universities	280,275,000	307,990,000	27,715,000	9.9
SIAST	132,646,402	149,027,373	16,380,971	12.3
Regional Colleges	37,449,090	38,895,200	1,446,110	6.6
SATCC	12,875,000	17,711,000	4,836,000	37.6
Federated and Affiliated Colleges	11,747,800	12,927,400	1,179,600	10.0
First Nations and Métis Institutions	16,420,279	20,389,798	3,969,519	24.2

Data source: Ministry of Advanced Education, Employment and Labour

Notes: Includes operating and program funding

These institutions provide a range of programs and services and are governed by legislation and regulations.

- Governance – The boards of SIAST and the regional colleges are responsible for setting the strategic direction of these organizations.
  - The boards of directors at SIAST and the regional colleges underwent significant renewal. There were 10 new members appointed to the SIAST board and 22 appointed to the boards of the seven regional colleges. As well, SIAST and each regional college had new board chairpersons appointed during the year. The addition of these members and chairs supports strong governance for the institutions.
  - The Governance Leadership Series (GLS) – a co-ordinated effort to advance the skills of the directors of the post-secondary institutions – continued its work. In February 2009, the Ministry convened a GLS workshop to develop a new strategic vision for Saskatchewan's post-secondary system. This initiative, which has expanded to include the university sector in addition to SIAST, regional colleges, SATCC, SIIT and GDI/DTI, will continue in the upcoming year under the guidance of the GLS Advisory Council. This broadened focus is the foundation for a shift from the concept of a segregated post secondary training system to a system that is more integrated.
- Great Plains College – On July 1, 2008, Great Plains College formed as a result of a voluntary merger between Prairie West and Cypress Hills Regional Colleges. Great Plains College includes the geographical areas of the former two regional colleges and has campuses in Warman, Biggar, Kindersley, Rosetown, Outlook, Swift Current, Gravelbourg, Maple Creek and Shaunavon. The College will continue to offer a wide variety of post secondary training programs to more than 2,500 potential students within the region.
- Western Trades Training Institute (WTTI) – Parkland Regional College purchased the shares of WTTI, a registered Private Vocation School (PVS). The College is the owner and operator of WTTI, which remains an independent company registered as a Category II PVS (a Category II school delivers training that is contracted for by a sponsor and not by students enrolled in the school). WTTI delivers on-site classroom instruction for crane and hoist apprenticeship technical training and related in-service training to business and industry across the three Prairie provinces. This purchase exemplifies the innovative new approaches to creating cooperative and applied learning opportunities that have allowed Parkland Regional College to expand its training capacity and continue the delivery of the crane and hoist apprenticeship technical

training in Saskatchewan. Over the past five years, WTTI has delivered training to approximately 1,500 students through a variety of delivery modes including classroom, home study and on-site.

- Mobile Training Labs – SIAST, SIIT, Regional Colleges, DTI and SATCC are working together to maximize the use of three new mobile training labs designed to take training on the road to students and industry. The labs are designed to quickly adapt to the training needs of several programs including welding, industrial mechanics, machine shop, electrical, pipe fitting and plumbing, and can quickly move from one location to another.
- Nursing Education – Following the development of a nursing education strategy, a new two-provider model for training registered nurses was unveiled. The University of Saskatchewan will offer a nursing program featuring an introductory first year of study that is common with other health education programs at the University of Saskatchewan as a prerequisite to a three-year nursing degree program. SIAST will partner with the University of Regina to offer a new four-year direct-entry nursing degree program. The new programs are currently under development and are scheduled to begin operation in 2011. September 2010 will be the last intake into the existing Nursing Education Program of Saskatchewan, which will be phased out as the last student intake moves through the program. This commitment works to address the province's shortage of nurses (commitment made in 2008-09 Budget).
- College of Medicine Accreditation – The Ministry provided incremental funding of $2.1 million (for a total of $16.9 million in 2008-09) to address accreditation requirements at the College of Medicine, University of Saskatchewan (commitment made in 2008-09 Budget).

The following chart outlines the new seats funded in the 2008-09 year and the institution/organization that delivers the program:

New Seats Funded in 2008-09		
Program/Training Area	Delivery Agency	Increase
ABE (on reserve)	Colleges and SIIT	300
Carpenter Program	SIAST	28
Industrial Mechanic Program	SIAST	14
Nursing Education Program of Saskatchewan (traditional)	SIAST	74
Nursing Education Program of Saskatchewan (second degree entry option)	SIAST	10
Medical Diagnostic Programs	SIAST	12
Psychiatric Nursing Diploma Program	SIAST	30
College of Medicine	University of Saskatchewan	40
SATCC Expansion (assorted programs)	SIAST/ATCC	1,350
Practical Nursing (ongoing)	SIAST	16
Total		1,874

Data source: Ministry of Advanced Education, Employment and Labour

Notes: Nursing Education Program of Saskatchewan is operated jointly by SIAST, the University of Saskatchewan and the First Nations University of Canada.

- Health Labour Market Needs – The Ministry continued to implement strategies to address the health labour market needs of Saskatchewan (commitments made in 2008-09 Budget).
  - New ongoing funding of $1.5 million was made available to SIAST to offer 74 new seats in the Traditional Nursing Education Program and 10 new seats in the Second Degree Entry Option Program.
  - SIAST was provided $360,000 to create 12 new training opportunities in the Medical Diagnostics Program, including four new seats in each of Medical Laboratory Technology, Medical Radiologic Technology, and Combined Laboratory and X-Ray Technology.
  - SIAST also reinstated the Psychiatric Nursing Program with 30 new seats in Regina and $359,000 in new funding in the budget.
  - The Ministry provided incremental funding to increase the first year intake into the College of Medicine by 16 seats to a total of 84 and increase the number of post-graduate residencies by 24 seats to a total of 84.
  - Renovations on the first half of the Wascana Parkway building near Regina's SIAST Wascana Campus were completed in August 2008 to facilitate the training for the expanded nursing programs. Work continued in 2008-09 on planning for renovations to the second half of the building for continued nursing expansion.
- SATCC – The growth in Saskatchewan's economy in recent years has resulted in an unprecedented demand for skilled tradespeople. To help meet this demand, additional funding for SATCC in 2008-09 created additional apprenticeship technical training opportunities. The funding included $650,000 in the March 2008 Budget that is linked to the Canada-Saskatchewan Labour Market Agreement, and a further $3.5 million announced in September 2008, through support from the federal Community Development Trust Fund. In total, 1,350 new apprenticeship technical training opportunities were created in 2008-09, with the bulk of the new training delivered by SIAST (commitment made in mandate letter and in 2008-09 Budget).
- Industrial Mechanics Program – SIAST further responded to the increased labour market demand with the creation of 14 new seats in the Industrial Mechanics Program. This expansion was made possible through $423,000 in new ongoing funding announced in the March 2008 Budget. These funds are linked to the Canada-Saskatchewan Labour Market Agreement (commitment made in 2008-09 Budget).
- Aircraft Maintenance Engineering Program – The Ministry provided support to Saskatchewan Indian Institute of Technologies (SIIT) for the development and ongoing delivery of an Aircraft Maintenance Engineering (AME) Program. The AME program is a two-year diploma program with an annual intake of 15 students. Aircraft Maintenance Engineers perform line and/or heavy maintenance, modifications, repair, and overhaul. The demand for this occupation remains high within the province and throughout Canada. Other partners on this project include SIAST, the Ministry of First Nations and Métis Relations (FNMR), Enterprise Saskatchewan, the federal government and private industry.
- Private Vocational Schools – The Ministry is conducting a review of The *Private Vocational Schools Regulations, 1995* to update and strengthen the Regulations and to address developments in the post-secondary education sector. The review, which will conclude in 2009-10, has included consideration of best practices in other jurisdictions as well as consultations with the stakeholders in the private vocational schools sector.
- Workplace Essential Skills Saskatchewan (WESS) – The Ministry implemented the WESS Pilot Initiative in 2008-09, under the Canada-Saskatchewan Labour Market Agreement. Through the WESS Initiative, six projects in the province were funded. Each project consisted of a partnership between an employer and a public training institution. Many of the projects also had other community partners involved. Although the WESS projects began in the 2008-09 fiscal year, many are continuing into the 2009-10 fiscal year. The WESS Initiative will provide workplace essential skills training to approximately 400 low skilled employees and job seekers (commitment made in 2008-09 Budget).
- Regina and Saskatoon Trades and Skills Centres – The Trades and Skills Centres projects are innovative partnerships that involve industry; the elementary, secondary and post-secondary educational systems; Aboriginal training institutions and the community. The centres provide training that helps youth and

young adults move into employment or to further post-secondary education. The projects help to address the labour shortage in Regina and Saskatoon by working with industry to identify areas of significant shortage and providing short skills courses that enable learners to seek immediate entry-level employment (commitment made in 2008-09 Budget).

- Targeted Initiative for Older Workers (TIOW) – Saskatchewan extended the TIOW cost-shared initiative with Human Resources and Social Development Canada (HRSDC) until March 2012. The TIOW assists people primarily aged 55 and over to gain the skills needed to enter/re-enter the workforce and benefits employers by giving them access to workers who might otherwise not be in the labour force. As a result of the extension, an estimated 275 older workers will participate in the program over the next three years.
- Northern Career Quest Inc. – This a new non-profit corporation incorporated in Saskatchewan, is administering funding and coordinating the training and employment activities of the Aboriginal Skills and Employment Partnership (ASEP) project, approved by the federal government in March 2008 for funding. The Ministry provided $372,368 in Provincial Training Allowance (PTA) to participants in the Northern Career Quest program, as well as $477,000 in Skills Training. The Ministry's commitment to the project includes an additional $3.2 million in PTA above the original commitment, program costs, as well as half of the office space costs as an in-kind contribution of $48,000 (commitment made in mandate letter).
- Learner and Employer Supports – The Ministry provided $1.5 million for Learner and Employer Supports that enable the regional colleges and DTI to improve supports to adult learners, such as counselling, career planning, transition to employment and on-the-job coaching services (commitment made in 2008-09 Budget).

Financing Education

The table below outlines the 2008-09 tuition levels compared to previous years:

Tuition Levels ($)					
Institution	2004-05	2005-06	2006-07	2007-08	2008-09
SIAST – Two-year Diploma Program	2,640	2,772	2,910	3,026	3,147
PVS: Category 1	6,371	6,456	6,242	7,075	Unavailable
University – Undergraduate	5,015	5,015	5,015	5,015	5,015

Notes:

- There are two categories of registered Private Vocational Schools (PVS). A Category I school delivers vocational training to fee-paying students. A Category II school delivers vocational training that is contracted for by a sponsor and not by the students enrolled in the school. Currently, there are 33 Category I and 10 Category II schools registered with the Ministry.
- University tuition levels are calculations conducted by Statistics Canada. http://www.statcan.gc.ca/daily-quotidien/081009/dq081009a-eng.htm

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- Tuition – University tuitions were maintained at the 2004-05 level for 2008-09 (commitment made in 2008-09 Budget). The average 2008 undergraduate tuition at Saskatchewan universities was $5,015, fifth lowest in Canada. This marked the last year of the tuition freeze for university education in Saskatchewan. Beginning in 2009-10, the tuition freeze will be replaced by a broader tuition management strategy. SIAST and the PVS were not subject to the tuition freeze and tuition levels for the majority of programs within SIAST and the PVS have increased.
- Student Financial Assistance – The Ministry administers several federal and provincial programs that provide repayable and non-repayable financial assistance to qualified Saskatchewan residents enrolling in approved programs of study. The objective of these programs is to encourage and assist students who are qualified academically and in financial need to participate in post-secondary education which will provide

them with the knowledge and skills necessary for long-term labour force attachment. Debt management tools, such as Interest Relief, Extended Interest Relief, Debt Reduction in Repayment and the Permanent Disability Benefit are available to assist borrowers experiencing difficulties repaying their loans. In 2008-09:

- more than 10,700 student loans were approved, with almost $94.5 million of assistance authorized for individuals. When taking grants, bursaries, debt management tools, part-time loans and other awards into consideration, the total student financial assistance amount was almost $131 million.
- approximately 74 per cent of students applied using the on-line Saskatchewan Student Loan application (www.student-loans.sk.ca). By applying on-line, processing times for applications have been reduced to a few days from the historical average of four to six weeks for paper-based applications.
- the value of Canada-Saskatchewan Integrated Student Loans decreased by $13.5 million overall in comparison to 2007-08 (including a decrease in the value of the Canada Student Loans (CSL) by $8.1 million and a decrease in the value of Saskatchewan Student Loans (SSL) by $5.4 million).
- the number of SSL authorized in 2008-09 declined by 1,703 compared to 2007-08. In recent years, all provinces, excluding Ontario, experienced declines in the uptake of government student loans. It is speculated that this decline reflects a combination of situations including the strong economy, increased saving for post-secondary education and increasing numbers of loan products available from private lenders. The table below indicates the level of loan funding provided to individuals pursuing post-secondary education.

Total Value of Student Loans Authorized			
	Total Value of Canada-Saskatchewan Integrated Student Loans Authorized ($)	Value of Canada Student Loans(CSL) Authorized ($)	Value of Saskatchewan Student Loans (SSL) Authorized ($)
2002-03	125,416,826	68,830,806	56,586,020
2003-04	131,592,816	71,861,183	59,731,633
2004-05	131,334,196	71,322,970	60,011,226
2005-06	134,101,742	79,525,365	54,576,377
2006-07	119,399,548	71,552,809	47,846,739
2007-08	107,957,151	65,072,007	42,885,144
2008-09	94,460,247	56,970,883	37,489,364

Data sources: AEEL Student Financial Assistance Records

- Average Student Loan Debt – In 2007-08, the average debt of students with government loans who entered repayment was $18,163. This is an increase of $986 from 2006-07 and an increase of $4,437 from 2001-02. In 2005-06, the CSL limits increased from $165 per week to $210. This increase is one of the factors contributing to the increase in CSL debt levels for 2007-08. Saskatchewan Student Loan debt levels have reached a plateau as there has been no change in the weekly loan limit. Data for 2008-09 is not available at this time.

Average Student Debt on Consolidation of Canada Student Loans (CSL) and Saskatchewan Student Loans (SSL) Upon Entering Repayment ($)								
2005-06			2006-07			2007-08		
CSL	SSL	Total	CSL	SSL	Total	CSL	SSL	Total
11,424	5,030	16,454	12,476	4,701	17,177	13,473	4,690	18,163

Data source: AEEL Student Financial Assistance Records

- Graduate Retention Program (GRP) – The GRP is a refundable income tax credit to rebate up to $20,000 of tuition fees paid by post-secondary graduates who live in the province for seven years after graduation. Graduates are issued a certificate from the Ministry indicating the maximum rebate amount that can be claimed for the program from which they graduated. Graduates are required to report the entire amount of tuition paid on their Saskatchewan income tax. The rebate will be paid out over seven years. From January 1, 2009 to March 31, 2009, over 26,000 GRP rebate certificates were issued totalling almost $127 million. Approximately $12 million in rebates will be paid for the 2008 taxation year (commitment made in Throne Speech and 2008-09 Budget).
- Provincial Training Allowance (PTA) – In 2008-09, approximately 4,500 individuals received the PTA, which provides income-support for low-income people taking basic education and short skills courses to help them move into employment and for post-secondary education.

Enrolment

The table below outlines training system enrolments compared to previous years (2008-09 data is not available):

Post-Secondary Enrolments					
	2003-04	2004-05	2005-06	2006-07	2007-08
Regional Colleges[1]	17,802	16,631	18,416	19,528	20,230
Universities[2]	32,351	32,532	32,223	31,900	31,550
SIAST[3]	8,008	8,391	7,859	7,847	8,241
Apprentices[4]	6,380	6,817	7,205	8,323	9,632
Private Vocational Schools (Total)	3,530	3,185	3,127	2,548	2,179

Data Sources:

- University of Regina: URegina Fact Book data/Finger Tip Stats, www.uregina.ca/orp/facts.shtml#FTIP
- University of Saskatchewan: Student Information System: October Snapshot Data for Regular Session, http://www.usask.ca/isa/statistics/summary_pdfs/Statistical_summary_Feb_2009.pdf
- SIAST 2007-08 Annual Report and October 2008 Census Data for Academic Year 2007-08
- Saskatchewan Apprenticeship and Trade Annual Reports, 2004-05 to 2007-08
- Private Vocational Schools Student Statistics 2004-05 to 2007-08

Notes:

1. This figure is total number of participants attending any program at a regional college, not including Basic Education.
2. University enrolment for 2008-09 was 31,124.
3. SIAST's enrolments are reported as full-load equivalents (FLE) and include certificate/diploma course registrations and future skills
4. The number of apprentices reported include all registered apprentices that received services during the year.

Heightened labour market demand also affected enrolments at Regional Colleges, where increased short skills training programs led to increases in overall enrolment. The increased number of apprentices is also related to growth in the Saskatchewan economy and the corresponding increase in the demand for skilled workers.

- University Enrolments – As has been the case in many jurisdictions, enrolment in the province's universities has declined in recent years. Although slight, these declines are likely due to a number of factors, including decreasing birth rates, and youth being drawn directly into the labour force from high

school. The universities are working to strengthen their student recruitment and retention strategies. Graduation numbers for the universities saw a decrease over the previous year, reflecting recent declines in enrolment.

The table below outlines enrolments for programs funded by the Ministry (2008-09 data is not available):

Program Enrolments						
	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08
JobStart/Future Skills	3,293	4,078	3,253	4,235	5,680	4,433
Adult Basic Education (ABE)	5,033	4,982	5,217	5,364	5,709	6,245
Trades and Skills Centres (Regina and Saskatoon)	N/A	N/A	N/A	N/A	N/A	248

Data sources:

- JobStart/Future Skills Follow-up Survey completed by SIAST, the Regional Colleges and DTI 60 to 90 days after completion of every program and project submitted to AEEL
- Adult Basic Education Follow-up Survey completed annually by SIAST, the Regional Colleges, DTI, SIIT and submitted to AEEL
- Trades and Skills Centre Follow-up Survey completed monthly by both Regina and Saskatoon Trades and Skills Centres

Enrolments in JobStart/Future Skills decreased in 2007-08 due to the discontinuation of 1,500 spaces in the Work-Based Training for the Employed while enrolments in ABE increased as a result of an increase of $2.8 million in funding for on-reserve delivery of ABE (commitment made in 2008-09 Budget).

Graduates/Completers

The table below outlines graduates/completers by type of delivery:

Graduates/Completers by Type of Delivery					
	2003-04	2004-05	2005-06	2006-07	2007-08
University Degrees	5,174	5,350	5,375	5,717	5,671
University Non Degree Certificates, Diplomas	538	459	487	507	455
SIAST Certificate/Diploma	4,473	4,858	4,116	3,714	3,637
Journeyperson/Proficiency Certificates Issued	1,065	1,096	1,164	1,151	1,150
Private Vocational Schools (Total)	N/A	1,343	1,513	1,212	990

Data sources:

- University of Regina: Convocants at U of R as of June 2, 2008, www.uregina.ca/orp/facts.shtml#FTIP
- University of Saskatchewan: Student Information System: Qualification snapshot data for Spring and Fall Ceremonies, http://www.usask.ca/isa/statistics/summary_pdfs/Statistical_summary_Feb_2009.pdf
- SIAST 2007-08 Annual Report and October 2008 Census Data for Academic Year 2007-08
- Saskatchewan Apprenticeship and Trade Annual Reports, 2004-05 to 2007-08
- Private Vocational Schools Student Statistics 2004-05 to 2007-08

The number of PVS graduates decreased due to declining student enrolment in the sector (in the period 2004-05 to 2007-08, total enrolment decreased 31.6 per cent whereas graduates/completers decreased 26.3 per cent).

The table below outlines completers by type of program:

Completers by Type of Program						
	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08
JobStart/FutureSkills	3,103	3,668	2,775	3,673	5,111	3,814
Adult Basic Education (ABE)	3,376	3,214	3,293	3,195	3,271	3,484
Trades and Skills Centres (Regina and Saskatoon)	N/A	N/A	N/A	N/A	N/A	191

Data sources:

- JobStart/Future Skills Follow-up Survey completed by SIAST, the Regional Colleges and DTI 60 to 90 days after completion of every program and project submitted to AEEL
- Adult Basic Education Follow-up Survey completed annually by SIAST, the Regional Colleges, DTI, SIIT and submitted to AEEL
- Trades and Skills Centre Follow-up Survey completed monthly by both Regina and Saskatoon Trades and Skills Centres

In 2006-07, the Work-Based Training allocation was increased from $5.1 million to $5.9 million to meet the unusually high number of applications that year. In 2007-08, the number of applications stabilized and returned to a typical level in JobStart/Future Skills.

- ABE On-Reserve – Delivery of ABE on-reserve makes the program more accessible for some learners since barriers such as childcare and transportation should be somewhat mitigated. On-reserve delivery is showing promise to improve retention and success rates of First Nations participants. The completion rate for regional college-run on-reserve programs is 74 per cent. For SIIT ABE programs the rate is 60 per cent. The completion rate for the off-reserve ABE programming was 56 per cent in 2007-08.

Capital

Increased demand for skilled and educated workers has resulted in the need for new training opportunities and an expansion of training facilities to accommodate the new students. Investments in Saskatchewan's post-secondary system in 2008-09 include:

- SIAST – New funding of $10.83 million was made available for SIAST to complete the renovation of a new trades training facility on Ontario Avenue in Saskatoon, relocate the Adult Basic Education Program in Saskatoon, develop a Health Simulation Lab at the Kelsey Campus and complete the renovations to the Wascana Parkway building to facilitate nursing training.
- Provincial Stimulus Package Funding – Additional funding of $26.35 million for the post-secondary system was included under the $500 million economic stimulus package announced by the provincial government in February 2009. This included:
  - $7.85 million for SIAST to complete renovations of the second half of Wascana Parkway for nursing expansion, to expand apprenticeship training capacity at Woodland Campus in Prince Albert, and to establish a shop for plumber training at the Wascana Campus;
  - $13.5 million for a major renovation to Great Plains College Campus in Swift Current;
  - $3.0 million for St. Peter's College renovations; and
  - $2.0 million for the Saskatchewan Indian Institute of Technologies to develop video conferencing capacity and expand mentoring and coaching services at the Saskatoon campus.

- Academic Health Sciences Project – Construction began on the Academic Health Sciences Project at the University of Saskatchewan, assisted by a provincial contribution of $100 million in 2008-09. The Research and Innovation Centre at the University of Regina opened for student and staff use during the year (commitment made in 2008-09 Budget).
- Research and Innovation – The Ministry made an investment of $15.0 million to research and innovation at the province's universities through the Innovation and Science Fund. Approximately $9.0 million of this amount went to the International Vaccine Centre at the University of Saskatchewan (commitment made in 2008-09 Budget).

Recognizing Prior Learning (RPL)
Learning recognition tools and processes assist learners and job seekers to use the knowledge, skills and abilities gained throughout their lives. The Ministry awarded five grants to support RPL projects:

- SIAST: to improve transfer credit processes for faculty; upgrade systems so that complicated credit or block transfer agreements are easily recorded; enhance the Continuing Care Aide and Early Childhood Educator RPL processes; and assess non-formal learning of human resource practitioners to provide credit towards certification.
- The University of Regina: to produce assessment tools to expand access to university education; establish partnerships with Saskatchewan industry to develop assessment processes; and establishing an RPL Centre, with costs in subsequent years covered by a combination of fees and University funding.
- The University of Saskatchewan: to produce policy documents for transfer credit and transfer articulation agreements; create partnerships with targeted post-secondary institutions; and increase articulation agreements with SIAST, SIIT, U of R and Lakeland College. Articulation agreements for 66 post-secondary programs are being considered this year.
- Briercrest College and Seminary: to develop policy and processes for transfer credit articulation.
- Northern Inter Tribal Health Authority Inc.: to develop flexible learning assessment tools in a healthcare workplace; and build awareness with employers and other stakeholders about the use of these tools.

The Recognizing Prior Learning Coordinating Group (RCG):

- produced a *Needs Assessment and Blueprint for Action* which identified awareness building, capacity building, and networking priorities;
- revised the *Recognizing Prior Learning in Saskatchewan: Provincial Policy Framework* and the *RCG Terms of Reference*;
- established a RPL Network Newsletter, with publications electronically delivered to over 100 practitioners in September 2008 and February 2009; and
- published the *2008 Annual Report*.

In the 2007-08 academic year, students at SIAST made 1,090 requests for prior learning assessment and recognition services, compared with 936 in 2006-07 and 932 in 2005-06. The success rate for students seeking recognition from SIAST remains unchanged at roughly 96 per cent.

The University of Saskatchewan received applications from 24 learners for 111 credit units to be assessed for recognition. From this, 18 learners were awarded 93 credit units, resulting in an 84 per cent success rate per credit unit. The University of Regina had 17 requests for Prior Learning Assessment and Recognition in the faculties of Arts, Fine Arts, Education, Social Work and Business Administration.

B.2. Immigration

Immigration is an important factor in building and sustaining dynamic communities and economic growth in Saskatchewan. Attracting and retaining skilled workers, entrepreneur immigrants and international students plays an important role in growing our communities and expanding our province's innovation, cultural diversity and trade development. Immigrants enhance our capacity for innovation by contributing new ideas and global perspectives. Immigration is vital to Saskatchewan's future as a high growth, diverse, dynamic and vital society.

The Immigration Services Division strives to ensure that the province can fully benefit from the rewards of immigration. A number of initiatives were undertaken in 2008-09 including (commitment made in 2008-09 Throne Speech):

- Immigration Strategy Consultations – between June and December 2008, The Ministry engaged in consultations with over 300 immigration stakeholders. Feedback from immigration stakeholders will help guide the future direction of immigration in the province. A consultation summary document will be made available online in 2009.
- International Missions – in 2008-09, The Ministry accompanied Saskatchewan employers on six recruitment missions to the Philippines, Ukraine and Germany in conjunction with 64 private sector employers and five health Regions. This resulted in 817 offers of employment.
- Entrepreneur Missions – The Ministry joined a marketing mission to the Korea Emigration and Investment Fair. The fair coincided with the Korea Student Fair.
- International Education Missions – The Ministry accompanied Saskatchewan post-secondary institutions on two international education fairs to the United States and to Brazil.
- Program Changes to the Entrepreneur Category – program changes have resulted in efficiencies and increased nominations. In 2008-09, there were 109 nominations under the business (Entrepreneur and Farmer) category. This represents an increase of 118 per cent in nominations compared to the 2007-08 fiscal year.
- New Program Integrity Unit – The Ministry established this unit to ensure the protection of the rights of foreign workers and immigrants in Saskatchewan.
- Information Resource Package for Immigrant and Temporary Foreign Workers in Saskatchewan – The Ministry developed a new information resource package for immigrant and temporary foreign workers.
- New Settlement and Integration Model – The Ministry introduced a new strengths-based model that will ensure that mainstream service providers are prepared to address the needs of immigrants who choose to make Saskatchewan their home.
- Changes to Student Category – the Saskatchewan Immigrant Nominee Program (SINP) was expanded in November 2008 to allow international graduates of Canadian post-secondary schools to apply for permanent resident status after six months of Saskatchewan work experience in any occupation.

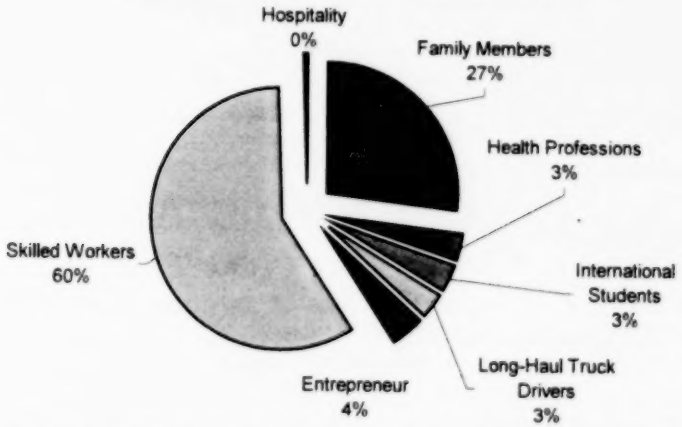
Settlement Supports and Services – The Ministry works with community agencies to provide settlement and retention services for immigrants. The Immigration Services Division invested more than $5.4 million in settlement supports and services in 2008-09. These supports include language training, community capacity, assessments and referral services, employment and bridging programs, information and orientation, and enhanced capacity to address foreign credential recognition issues.

Saskatchewan Immigrant Nominee Program (SINP) – The SINP attracts skilled workers, entrepreneurs and their families by linking them with employment and economic development opportunities. SINP realized a number of accomplishments during 2008-09, including:

- Issued 2,805 skilled worker and 109 entrepreneur nominations in 2008-09 for a total of 2,914 nominations – a 72 per cent increase compared to 2007-08 and an increase of 132 per cent compared to 2006-07.

- Fostered a high level of interest in Saskatchewan. There were 3,810 applications received in 2008-09 – an increase of 53 per cent compared to the previous fiscal year.
- Launched a new Hospitality Sector project that will respond to worker shortages in the service industry.
- Oversaw increased nominations of international students to 95 in 2008-09, up from 63 nominations in 2007-08.
- Oversaw significant increases in nominations to the Entrepreneur Category of the SINP – with 109 nominations in 2008-09, compared to 47 in 2007-08.

SINP Nominations by Category, 2008-09

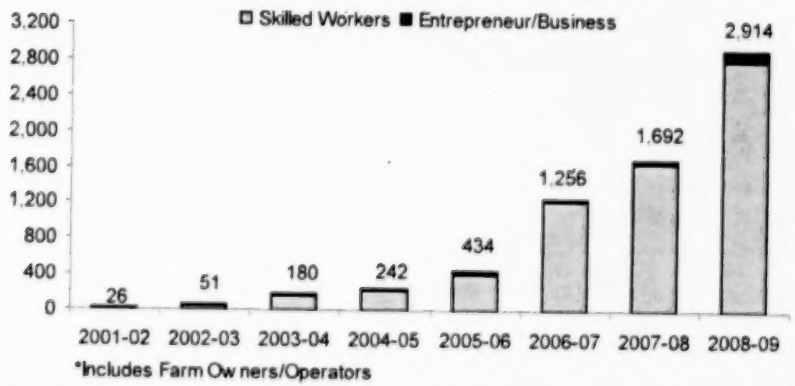


Data source: Ministry of Advanced Education, Employment and Labour, Immigration Services Division

Nominations in the Skilled Workers and Family Members categories accounted for 87 per cent of all SINP nominations. There were 1,711 Skilled Worker nominations (an increase of 98 per cent compared to 2007-08) and 784 Family Member nominations (an increase of 34 per cent compared to 2007-08).

The following chart demonstrates the increasing numbers of both nominations and applications.

SINP Nominations, 2001-02 to 2008-09



Data source: Ministry of Advanced Education, Employment and Labour, Immigration Services Division

Note: The 2008-09 SINP nominations of 2,800 published in AEEL's 2009-10 Plan was a preliminary figure.

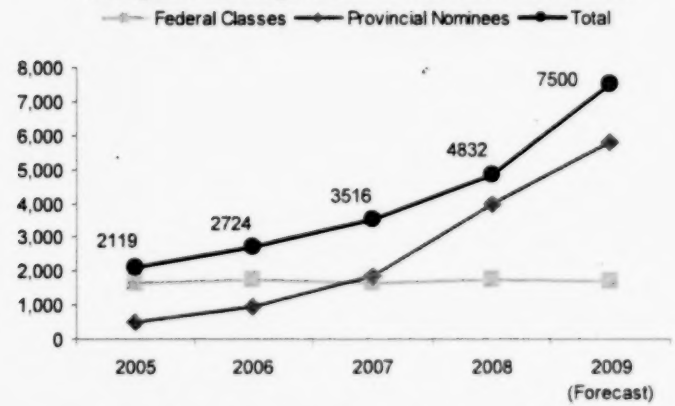
The top three destinations in Saskatchewan for provincial nominees in 2008-09 were: Saskatoon – 1,012 nominees (35 per cent of the total), Regina – 909 nominees (31 per cent) and North Battleford – 141 nominees (five per cent).

The top three source countries for SINP nominees in 2008-09 were: Philippines at 41 per cent, the Ukraine at 11 per cent, and China at eight per cent.

The top five occupations in which the most nominees were hired in 2008-09 were:

- Welders – 364 (12 per cent of the total)
- Cooks – 205 (seven per cent)
- Machinists and Machine and Tooling Inspectors – 126 (four per cent)
- Farm Supervisors and Specialized Livestock Workers – 117 (four per cent)
- Automotive Service Technicians, Truck, and Bus Mechanics and Mechanical Repairers – 96 (three per cent)

Immigrant Landings in Saskatchewan, 2005 to 2009



Data source: Citizenship and Immigration Canada, Landings Data

Preliminary data shows landing of new immigrants is also increasing. In the 2008 calendar year, 4,832 new immigrants landed, a jump of 37 per cent compared to 2007. The SINP accounted for 91 per cent of the increase in landings in 2008.

B.3. Labour, Employee and Employer Services

Labour, Employee and Employer Services work to create a fair and balanced labour environment that respects the rights of workers and employers and is competitive with other jurisdictions across Canada. Activities to support this work include supporting healthy workplaces, the equality of women and supporting the economic and social development of the province.

During the 2008-09 fiscal year, Royal Assent was given on *The Trade Union Act* regarding secret ballot on certification; communication with employees during a certification drive; and duration of collective agreements. In addition, Royal Assent was given to *The Public Services Essential Services Act* which ensures the health and safety of the public during a labour dispute (commitments made in mandate letter).

Premiers from all provinces and territories endorsed changes to the Labour Mobility Chapter of the Agreement on Internal Trade at the First Ministers meeting in January 2009. The amendments enable any worker certified for an occupation by a regulatory authority of one jurisdiction to be recognized as qualified to practice that occupation by all other jurisdictions. Any exceptions to labour mobility must be clearly identified and justified to meet a legitimate public policy objective such as public health and safety, the well-being of workers or consumer protection. Saskatchewan has signed the ninth Protocol to the Agreement on Internal Trade which identifies the amendments. The Minister of Advanced Education, Employment and Labour has lead responsibility for the Labour Mobility Chapter and works with other Ministries and regulatory bodies on its implementation.

Service Integration
Canada-Saskatchewan Career and Employment Services, Labour Standards Branch and Occupational Health and Safety continue to explore an integrated service delivery model. This model encourages the integration of services for employers and workers through the establishment of employment service centres; the development of a service integration work plan to increase efficiency and collaborative partnerships within the Ministry; and identification of strategic opportunities and gaps in order to promote the development of health and safety standards.

Publications aimed at newly arrived immigrants and temporary foreign workers on occupational health and safety, labour standards and the immigration process were produced for distribution and online access and are being translated into several different languages.

Career and Employment Services
Individuals and employers can access career and employment information, programs and services through 20 offices located across Saskatchewan.

The demand for labour in Saskatchewan continues to present a significant opportunity to engage vulnerable individuals who traditionally have not participated in the labour market to engage in strength-based, solution focused services intended to assist them to become self-sufficient. Services target individuals receiving Employment Insurance (EI), social assistance or the Transitional Employment Allowance.

- Over 12,000 individuals worked with a Career and Employment Consultant to develop a career action plan.
- Workforce Development Programs provided 11,662 individuals with work readiness training, life skills, employment supports and work experience through partnerships with community-based organizations, municipalities and employers.
- In addition, 2,569 fully employable individuals in receipt of the Transitional Employment Allowance participated in group sessions through JobsFirst. Of these:
  - 1,311 became employed, self-employed or went on the further training;
  - 290 quit, were discontinued for non-participation or moved; and
  - 968 were still in progress.
- Labour Market Development Agreement (LMDA) – The LMDA is a federal-provincial agreement through which the federal government transfers funds, which enable the province to deliver programs and services for clients eligible for benefits under the *Employment Insurance Act*.Results for 2008-09 indicate that the province met or exceeded the performance targets. In 2008-09, the variance between the target and results for unpaid benefits was due to the strong economy in Saskatchewan resulting in high employment and a labour shortage. Individuals were less likely to become unemployed or were unemployed for shorter periods of time, resulting in $42.4 million in unpaid benefits.

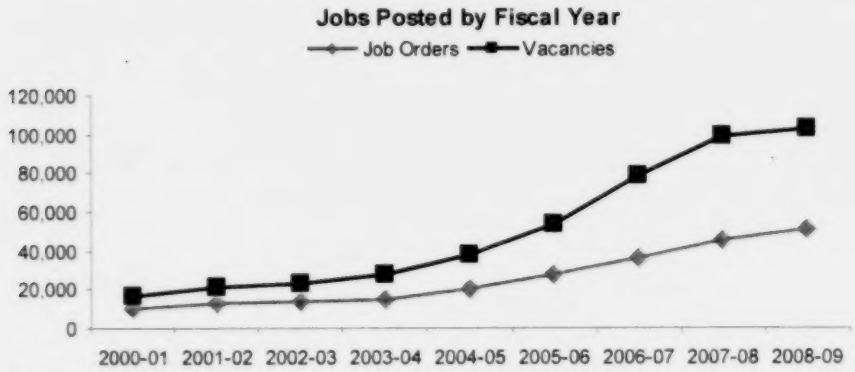
LMDA Outcomes and Savings						
	2006-07		2007-08		2008-09	
	Target	Results	Target	Results	Target	Results
Employed/Self Employed	4,800	5,244	5,580	4,457	4,700	4,687
Unpaid Benefits ($ millions)	21.0	28.7	24.8	32.4	27.0	42.4

Data source: AEEL, Career and Employment Services

- Labour Market Agreement (LMA) – The Canada-Saskatchewan Labour Market Agreement was signed February 22, 2008. The agreement provides Saskatchewan with approximately $90 million over the next six years (more than $15 million annually) to create new labour market programs and supports for those who do not currently qualify for assistance under the *Employment Insurance Act*. The LMA will provide

support to individuals who are often excluded from the labour force, such as immigrants, persons with disabilities, older workers and Aboriginal people entering or re-entering the labour force. Residents who are unemployed and workers who lack basic education or skills also have support to get the training they need to find and keep good jobs. In 2008-09, the province delivered programs and services in the following areas: foundational skills, skills training, workforce development and learner supports. The programs and services delivered under the LMA will be reported to the federal government in Fall 2009 (commitment made in 2008-09 Budget).

- Student Employment Experience (SEE) Program – The Ministry partnered with community-based organizations and post-secondary training institutions to provide over 400 students with employment experience. Students benefited from part-time and full-time employment with non-profit employers who in turn were eligible to receive wage subsidies for each student employee approved under the SEE program.
- SaskJobs.ca – The provincial job order system, www.saskjobs.ca, assists Saskatchewan employers to recruit workers. Job seekers can view these opportunities and post their resumes on the site. Visits to the site hit an all time single-day high on March 24, 2009 with 29,534.



Data source: AEEL, Career and Employment Services

Balancing Work and Family
Government recognizes that balancing work and family life contributes to a healthy and productive society. Research shows family-friendly workplaces are a factor in employee recruitment and retention.

The Ministry co-chairs the federal/provincial/territorial Work Life Balance Committee of the Canadian Association of Administrators of Labour Legislation. The committee determines areas of mutual interest for potential collaboration.

This work has focused on a wide variety of activities aimed at raising awareness within the employer community of the value of flexible human resource policy as a means of gaining competitive advantage for attracting talent. The new, emerging workforce notes employers of choice as those with balanced, family-friendly human resource policies.

Labour Relations
Saskatchewan has a very stable labour relations environment relative to other areas of Canada. This is due in part to government's recognition that labour disputes take an immense toll on workers, employers and society alike. Government also recognizes that employer and employee economic well-being and a growth economy, can only be achieved through harmonious and respectful work environments.

To meet this objective, the Labour Relations and Mediation Branch assists employers, employees and trade unions to resolve conflict in their organizations and conclude collective bargaining agreements. The branch works on files associated with an average of 35 to 40 workplaces every month.

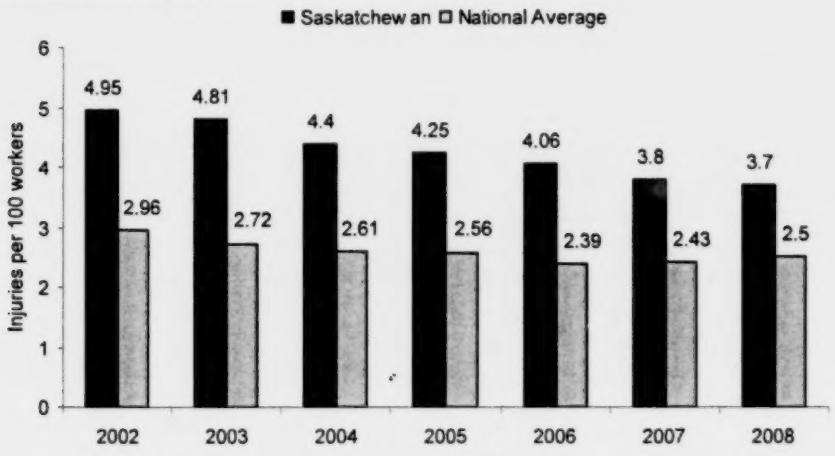
- Labour Disputes and Work Stoppages – The branch assisted employers and unions to resolve difficult labour disputes and work stoppages on 23 files, including:
  - the Saskatchewan Association of Health Organizations and Saskatchewan Union of Nurses;
  - the Potash Corporation of Saskatchewan and United Steel Workers (USW);
  - Wheat City Metals and USW; and
  - the R.M. of Wallace #243 and International Union of Operating Engineers, (IUOE) Local 270.
- Grievance Mediations – The branch conducted 44 grievance mediations. These involve labour-management disputes associated with the interpretation and application of collective bargaining agreements.
- Training – The branch provided training sessions to unionized workplaces including four related to the concept and implementation of Interest Based Negotiation (IBN) and nine related to conflict resolution.
- Internet Based Negotiation – The branch facilitated collective bargaining of 13 agreements using IBN.
- Workplace Mediations – The branch conducted 59 workplace mediations. These mediations focus on the environment in the workplace and not on collective agreement issues.

Health and Safety for Employees and Employers

Ensuring a safe labour force is critical to Saskatchewan's economy. Greater opportunity for everyone to benefit from safe communities in the province happens when work-related injuries, illnesses and deaths are decreased or eliminated.

- Occupational Health and Safety (OHS) – Programming focuses on the development of positive workplace cultures through five inter-related and complementary strategies:
  - supporting Workplace Responsibility Systems (WRS) to engage employers and workers in reducing workplace hazards;
  - improving the effectiveness of and compliance with health and safety standards through education and enforcement;
  - providing youth and future workers with basic health and safety orientation before and upon entering the workforce;
  - promoting healthy and safe practices as part of the community and workplace culture; and
  - providing technical standards and services to Saskatchewan workplaces to enhance health and safety.
- *WorkSafe Saskatchewan* (*WorkSafe*) – *WorkSafe* is a shared initiative of the Ministry's Occupational Health and Safety (OHS) Branch and the Saskatchewan Workers' Compensation Board, was initially formed in 2002 when injury rates in Saskatchewan had reached an all-time high of 4.95 per cent. In 2008-09, the terms and goals of this partnership were solidified through a new Memorandum of Understanding (MOU). The MOU commits the partnership to develop one integrated prevention strategy focused on the elimination of workplace injuries. The MOU allows for harmonization of activities while still respecting the independence of the partners to administer their respective programming, legislation and regulations. The *WorkSafe* partnership facilitates the sharing of data and resources for education, training, and field services to promote injury prevention.
- Work Time-Loss Injury Rate – *WorkSafe* achieved its goal to see Saskatchewan's time-loss injury rate reduced by a further three per cent from 3.8 time loss injuries per 100 workers in 2007 to 3.7 in 2008. This means that Saskatchewan had 1,700 fewer time-loss injuries than six years ago. It remains a *WorkSafe* priority to continue to meet its goal of reducing time loss injuries and attaining the ambitious goal of zero workplace injuries. *WorkSafe*'s interim goal is to reduce the time-loss injury rate to 3.2 per cent by 2012.

Work time-loss injury rate



Data sources: Association of Workers' Compensation Boards of Canada (AWCBC) and Saskatchewan Worker's Compensation Board

The work time-loss injury rate is an indicator of the safety of Saskatchewan workplaces in comparison to the average for the rest of Canada by measuring the number of lost-time injuries reported to, and accepted by, the Worker's Compensation Board per 100 full-time equivalent workers. A reduction in the number of lost-time claims will indicate fewer workers being injured or becoming ill on the job. While injury rates have improved over time, Saskatchewan's time-loss injury rate continues to be nearly twice that of the national average. Safe workplaces are a key contributor to productivity and competitiveness.

- Occupational Health Committees – The Ministry continues to dedicate resources to assist workplaces with the establishment of occupational health committees. In 2008-09:
  - 339 new committees were established bringing the total number of provincial committees to 5,156. This increases the percentage of Saskatchewan workers who work in provincially regulated workplaces (with 10 or more workers) with a committee from 75 per cent in 2001-02 to 92 per cent in 2008-09;
  - More committee members, supervisors and employers received training from the Ministry than ever before to enhance the effectiveness of Workplace Responsibility Systems. When these efforts are combined with the external instructors qualified by OHS, a total of 4,738 participants received this training; and
  - Third-party research was initiated to further enhance the Ministry's focus on WRS effectiveness. This research will assess what factors contribute to the effectiveness of WRS, assess how these factors can be enhanced in different work environments and assess OHS's contribution to reducing injury and illness rates in different workplace environments and how OHS can strengthen its contributions.
- Occupational Health and Safety On-Site Inspections – The Ministry conducted 3,851 occupational health and safety on-site inspections, an increase of five per cent from last year. These inspections included 1,682 inspections targeted at workplaces with the highest number of injuries. Approximately eight per cent of these inspections were focused on the health sector while 28 per cent were focused on building construction. These inspections resulted in the issuance of 1,185 more orders for improvement, including an increase of 458 stop work orders, from 2007-08. Although there was over 98 per cent compliance with the orders, OHS continues to maximize the use of available enforcement tools as it forwarded 24 files to the Ministry of Justice and Attorney General for review for the purposes of prosecution. OHS-related prosecutions in 2008-09 resulted in nearly $386,000 in fines.

- Harassment Prevention Unit – The Ministry responded to 494 inquiries, providing assistance to resolution in 157 cases, introduced new educational materials, including videos, and delivered 61 public presentations to educate workplaces on preventing inappropriate workplace behaviour. As well, the first special adjudicator was appointed to hear appeals related to harassment.
- Applied Research Projects – The number of applied research projects initiated increased from eight in 2007-08 to 10 in 2008-09. These projects are aimed at providing data and information on which to base improvements to occupational health and safety standards and the reduction of hazards in industries and occupations including: longitudinal analysis of lung function data in Saskatchewan potash mines, radon mapping, appropriate controls for wood dust exposure, potential risks and standards in laboratories and research on blood lead action and notification levels to update monitoring guidelines for physicians and radiator repair shops.
- Technical Services – The number of technical services provided increased by approximately 14 per cent to 4,979. These services enhance the management of health hazards associated with occupational hygiene standards, toxicology, radiation and mine safety; and partnered with the University of Saskatchewan to provide an Occupational Health Clinic and Chief Occupational Medical Officer to review specific occupational health illness cases and provide advice on prevention programming.
- *Ready for Work* – This program is a comprehensive program of health, safety and employment standards activities and resources developed in partnership with the Ministry of Education. In 2008-09, a 13 per cent increase in the number of teachers trained in *Ready for Work* resulted in an increase in the number of students in Practical and Applied Arts, Career and Work Exploration and Law classes in provincial high schools receiving this program to 4,775 from approximately 4,225 in 2007-08. Since the introduction of the *Ready for Work* program the number of time loss injuries for youth ages 15-24 has decreased by almost 13 per cent (1999-2008) and the percentage of Practical and Applied Arts high school students receiving the health and safety orientation increased from nine per cent to the current 65 per cent. *Ready for Work* has now been expanded and introduced to 90 middle years teachers as part of the curriculum to support Career Education for Grades six to nine in urban, rural and First Nations schools.
- Health and Safety Prevention in Aboriginal Communities – Aboriginal communities were engaged in health and safety prevention through the delivery of presentations, participation in career fairs and Aboriginal events reaching over 4,100 youth and workers. Established partnerships with educators through the Northern Teacher and Indian Teacher Education Programs and developed partnerships with Cumberland and Southeast Regional Colleges and the Dumont Technical Institute.
- Farm and Ranch Health and Safety – The Ministry, in partnership with the Ministry of Agriculture, is working to ensure that elimination of serious injuries and deaths of those working on farms remains a priority. The two Ministries are taking a unified approach to developing a voluntary injury prevention and risk assessment program for farming and ranching operations that is based on raising awareness and education about the importance of health and safety.

Support for Injured Workers

The Office of the Worker's Advocate (OWA) provides assistance to any injured worker or dependant of any injured worker who has suffered a work related injury and who has a dispute with the Workers' Compensation Board concerning their claim for compensation.

The OWA represents workers or their dependants at appeals with the Workers' Compensation Board. In addition to representing workers through the appeals process, the Office will also assist an injured worker to obtain benefits they are entitled to without taking the dispute through the appeals process.

- Publications and Presentations – In 2008-09, the OWA developed new brochures and posters. The materials describe what services the office provides for injured workers. The OWA also finalized educational presentations that will be delivered to our various stakeholder groups.

- Services – The Office administered 435 requests for assistance from injured workers and submitted 247 appeals to both levels of appeal at the Workers' Compensation Board. The backlog of files waiting for service by an Advocate was eliminated. The waiting time for the services of an Advocate remained at the 2007-08 level of a maximum of six weeks.

Labour and Employment Standards

Ensuring fair and equitable workplaces contributes positively to productivity. The Ministry provides services and information to employers and employees regarding their rights and responsibilities as outlined in *The Labour Standards Act*. Information is made available to both employers and employees regarding employment issues that fall within the scope of *The Labour Standards Act*. Alleged contraventions of the *Act* are investigated and remedial action taken when warranted.

- Minimum Age of Employment – To provide more young people with the opportunity to gain valuable work experience, the minimum age of employment was lowered to 15 years in five sectors – hotels, restaurants, educational institutions, hospitals, and nursing homes – on a pilot basis.
- Inquiries – Labour Standards Counsellors responded to 59,378 telephone inquiries from employers and employees. There were 4,250 fewer inquiries during the fiscal year (down from 63,628 in the 2007-08 fiscal year.) E-mail and internet inquiries are increasing exponentially. In 2007-08, 163 e-mail inquiries were recorded, compared to 1,307 in 2008-09.
- Compliance and Investigations – Individuals filed 2,289 complaints with the Branch's Compliance and Investigations Unit an increase from 2,048 in 2007-08. Investigations resulted in employers being directed to pay more than $1.5 million in additional wages to Saskatchewan working people. The Investigations Unit worked with the Collections Unit to collect more than $1.2 million in wages owed to employees. There were also 132 early resolutions in 2008-09, up from 85 the previous year.
- Prosecutions – The Branch prosecuted three employers in the 2008-09 fiscal year. These prosecutions resulted in five convictions and $1,900 in fines. Charges involved failing to properly pay wages or maintain records.
- Collections – The Collection Unit recovered $154,014 in unpaid wages and $5,292 in post-judgment interest for 181 employees. Since the Unit began operating in 2006, it has recovered $349,920 in wages for 370 employees.
- Seminars/Educational Forums – Labour Standards Officers from the Compliance and Investigations Unit provided 24 specialized seminars/educational forums to 243 employers or employer representatives and conducted 150 workplace/promotional visits.
- Education – Education Unit staff provided 24 workshops to 279 participants. They also presented at 44 conventions and similar events to 591 participants. During the fiscal year, the Labour Standards Education Unit;
  - updated and coordinated reprinting of the Branch's *Rights and Responsibilities* guide to Saskatchewan employment standards;
  - updated and co-ordinated reprinting of various labour standards curriculum resources within the Ready for Work Program; and
  - assisted with the development of the *Working in Saskatchewan* fact sheet package.

Status of Women Office

The Status of Women Office (SWO) provides leadership to government on policy direction. It works to achieve social, economic and political equality for women.

- Labour Market Participation of Women – Presented gender-based analyses of, and recommendations to support and improve, the participation of Aboriginal women in the mining, resource and oil sector, and the participation and attachment of women to the province's labour market.
- Northern Women's Network – The SWO facilitated a formal strategic planning process for the Northern Women's Network to help advance its growth and sustainable independence. The SWO also identified consultation opportunities, initiatives and potential funding partners to help the network address its priorities.
- Policy Framework – The SWO developed a three to five year policy framework to reduce equality gaps between women and men and advance the status of women in Saskatchewan. This is a key action in the Status of Women Office work plan.
- Intragovernmental Committee of Advisors on Women's Policy (ICAWP) – The SWO led a review of the model currently in place to support and promote the integration of gender-based analysis into government decision-making through the ICAWP. The review was informed by the findings and recommendations of the 2007-08 ICAWP Planning and Priorities Sub-Committee, and identified opportunities which will be explored further in 2009-10.
- Promotion and Support – International Women's Day, Women's History Month, and the National Day of Remembrance and Action on Violence Against Women were each promoted with a news release and a Members Statement read in the Legislature. In addition, the SWO provided $21,750 in funding to 93 organizations to sponsor 42 events through the International Women's Day grant program.

2008-2009 Financial Overview

Summary of 2008-09 Financial Results

Total 2008-09 actual expense for the Ministry was $893.29 million, which is $132.28 million higher than the expense budget of $761.01 million. The variance of $132.28 million is due to over expenditures, supported by Supplementary Estimates, for post-secondary capital ($125.98 million), other programs ($6.03 million) such as support for the First Nations University of Canada, apprenticeship training and Community Based Organizations and a write down of capital assets ($2.31 million). These over expenditures were partly offset by a net under expenditure in administration and other programs in the Ministry ($1.84 million). Of total Ministry expenditures, approximately 93 per cent is transferred to third parties or individuals.

- The $132.28 million net over expenditure is supported by Supplementary Estimates of $132.66 million, which provided $126.71 million for post-secondary capital, $2.0 million for the First Nations University of Canada for a comprehensive review of the university and for collective agreement costs, $3.5 million for institutional training for apprentices, and $0.46 million for a seven per cent increase to Community Based Organizations.
- Funds from areas under expended were re-allocated to other emerging Ministry priorities, including increases to on-reserve delivery of basic education, the Student Aid Fund and labour market and human resource planning.
- Under expenditures were primarily in client-based programs such as Skills Training Benefits and Youth Employment, reflecting fewer clients eligible for employment insurance or requiring services in a climate of increasing labour market demand. Other savings were realized in Immigration, as a result of slower programming implementation than anticipated and lower-than-budgeted accommodations costs for both SIAST and the Ministry. Overall, Ministry operational support costs were less than budget as the result of savings due to vacancies and other operational factors.

Revenue for the Ministry was $81.27 million, which is $0.24 million higher than the budget of $81.03 million.

- The Workers Compensation Board (WCB) fully funds the costs of the Occupational Health and Safety Division as well as the Office of the Worker's Advocate. Accrued recovery of these costs from the WCB exceeded the budgeted amount. In addition, there was an increase in recoveries of previous years' expenditures.
- Offsetting the increases was decreased federal funding to the Ministry due to lower-than-anticipated eligible expenditures related to immigration and a cost-shared project at the University of Regina, as well as the write off of previous years' receivables for that project.

Summary of Expenditures

The following table outlines information on actual and budgeted expenditures by subvote and subprogram. Variance explanations are provided for all variances that are $1.0 million or greater.

in thousands of dollars Subvote/Subprogram	Estimates	Actual Expenditure	Variance Over/ (Under)	
Central Management and Services				
Minister's Salary	43	43	–	
Executive Management	1,442	1,835	393	
Central Services	15,847	13,957	(1,890)	1
Accommodation Services	8,560	7,135	(1,425)	2
Subvote Total	**25,892**	**22,970**	**(2,922)**	
Student Support Programs				
Operational Support	3,935	3,726	(209)	
Saskatchewan Student Aid Fund	6,749	11,899	5,150	3
Provincial Training Allowance	28,889	26,615	(2,274)	4
Skills Training Benefit	9,257	8,198	(1,059)	5
Apprenticeship Training Allowance	1,584	1,828	244	
Employability Assistance for People with Disabilities	5,570	5,604	34	
Subvote Total	**55,984**	**57,870**	**1,886**	
Post – Secondary Education				
Operational Support	2,383	2,469	86	
Universities, Federated and Affiliated Colleges and Educational Agencies	333,862	337,215	3,353	6
Saskatchewan Universities – Urban Parks	916	925	9	
Saskatchewan Institute of Applied Science and Technology (SIAST)				
- Operating	99,939	99,587	(352)	
- Accommodation Services	28,435	27,532	(903)	
Saskatchewan Indian Institute of Technologies (SIIT)	3,000	1,000	(2,000)	7
Regional Colleges	24,818	23,845	(973)	
French Language Institute	1,455	1,455	–	
Post – Secondary Capital	36,736	162,718	125,982	8
Apprenticeship and Trade Certification Commission	13,811	17,311	3,500	9
Technology Enhanced Learning	5,086	5,386	300	
Innovation and Science Fund	15,010	15,010	–	
Interprovincial Agreements	1,426	1,448	22	
Subvote Total	**566,877**	**695,901**	**129,024**	
Immigration	**9,914**	**7,570**	**(2,344)**	**10**
Training Programs				
Operational Support	1,650	1,644	(6)	
JobStart-Future Skills	18,749	20,504	1,755	11
Northern Skills Training	1,556	1,565	9	
Basic Education	16,021	18,330	2,309	12
Subvote Total	**37,976**	**42,043**	**4,067**	
Career and Employment Services				
Operational Support	11,034	11,091	57	
Employment Programs	3,609	4,379	770	
Client and Community Support	719	1,402	683	
Labour Market Information	2,033	2,153	120	
Youth Employment	1,939	1,724	(215)	
Workforce Development	17,901	18,956	1,055	13
Subvote Total	**37,235**	**39,705**	**2,470**	

in thousands of dollars

Subvote/Subprogram	Estimates	Actual Expenditure	Variance Over/ (Under)	
Graduate Retention Program	**12,000**	**11,300**	(700)	
Labour Relations Board	**964**	**1,052**	88	
Labour Relations and Mediation	**673**	**684**	11	
Labour Standards	**2,403**	**2,421**	18	
Occupational Health and Safety	**7,653**	**7,126**	(527)	
Status of Women Office	**418**	**384**	(34)	
Worker's Advocate	**633**	**567**	(66)	
Capital Asset Acquisition	**3,200**	**3,196**	(4)	
Subtotal	**761,822**	**892,789**	130,967	
Supplementary Estimates	132,661	–	(132,661)	
TOTAL ADVANCED EDUCATION, EMPLOYMENT AND LABOUR APPROPRIATION	**894,483**	**892,789**	**(1,694)**	
Capital Asset Acquisitions	**(3,400)**	**(4,135)**	(735)	14
Capital Asset Amortization	**2,392**	**4,636**	2,244	15
TOTAL ADVANCED EDUCATION, EMPLOYMENT AND LABOUR EXPENSE	**893,475**	**893,290**	**(185)**	

The 2008-09 appropriation budget for the Ministry was $761.82 million; the Ministry overexpended by $130.97 million. This over expenditure was offset by $132.66 million in supplementary estimates resulting in an overall under expenditure of the appropriation of $1.69 million.

Supplementary Estimates

Supplementary estimates of $132.66 million were to cover approved expenditures including $100 million for the Academic Health Science Centre; $3.5 million for the Saskatchewan Apprenticeship and Trade Certification Commission; $2 million for the First Nations University of Canada for a comprehensive review of the university and to cover collective agreement costs; $0.46 million for the seven per cent increase for community based organizations approved by Cabinet effective October 1, 2008; $0.16 million for the shortfall of Phase I SIAST nursing project; $0.2 million for the shortfall in the SIAST Ontario Ave. project; and the $26.35 million capital investment (reflects $13.5 million for Great Plains College, $3 million for St. Peter's College; $2.35 million for SIAST-Woodland Campus, $0.5 million for SIAST Wascana campus, $5.0 million for SIAST Wascana Phase II Nursing Project, and $2.0 million for the Saskatchewan Indian Institute of Technologies).

Explanations for Major Variances on Appropriation Budget

1. Central Services was under budget by $1.89 million. This is primarily the result of $2.0 million in lower information technology costs related to delayed capital systems development.
2. Accommodations was under expended by $1.43 million resulting from anticipated moves not occuring in the fiscal year.
3. The transfer to the Student Aid Fund was $5.15 million over budget to ensure sufficient funding to address planned program expenditures.
4. Provincial Training Allowance (PTA) was under budget by $2.27 million, reflecting under expenditures of $2.56 million in Labour Market Agreement funding and $1.0 million in Aboriginal Skills and Employment Program (ASEP) funding, which was being managed by the Workforce Development Program. These were partly offset by an over expenditure of $1.29 million, reflecting increased client demand for traditional PTA.
5. Skills Training Benefits were under expended by $1.06 million reflecting lower than anticipated client demand.
6. Universities, Federated and Affiliated Colleges were over budget by $3.35 million, reflecting increases of $1.6 million to the First Nations University of Canada for collective bargaining costs, $1.0 million for health training.
7. The Saskatchewan Indian Institute of Technologies (SIIT) was under spent by $2.0 million, offsetting over spending in skills training and on-reserve adult basic education (see note 12).
8. Post-secondary capital transfers were over expended by $125.98 million as a result of mid-year investments for the Academic Health Science Centre ($100 million), Great Plains College ($13.5 million), St. Peter's College ($3.0 million), SIAST-Woodland Campus ($2.35 million), SIAST-Wascana Campus ($0.5 million), SIAST-Wascana Phase II Nursing Project ($5.0 million), and SIIT ($2.0 million).
9. The Apprenticeship and Trade Certification Commission was over expended by $3.5 million reflecting mid-year funding from the federal Community Development Trust to provide all apprentices with the opportunity to attend institutional training.
10. Immigration was under budget by $2.34 million primarily as the result of less workplace language training than planned and slower-than-anticipated implementation and programming ($1.48 million).
11. JobStart/Future Skills was over budget by $1.76 million reflecting the delivery of skills training for SIAST and SIIT.
12. Basic Education was over budget by $2.31 million reflecting on-reserve delivery of adult basic eduction for the Regional Colleges and for SIIT.
13. Workforce Development was over expended by $1.06 million, attributed mainly to increased client activity and the seven per cent increase to Community Based Organizations effective October 1, 2008.
14. Capital Asset Acquisitions includes supplementary estimates of $0.2 million.
15. Amortization expense exceeded budget by $2.24 million mainly as the result of as the writedown of the purchase price of the SIAST Kelsey Ontario Avenue property to reflect a revised valuation in a non-arm's-length transaction ($1.82 million).

Summary of Revenues

The Ministry collects revenue that is primarily attributable to federal-provincial cost sharing agreements as well as fee related services and publications, and other miscellaneous items. All revenue collected is deposited in the General Revenue Fund. A summary of the Ministry's 2008-09 budgeted revenue compared to actual revenue is presented below. Variance explanations are provided for all variances that are greater than $1.0 million.

in thousands of dollars Revenue Category	Budget	Actual Revenue	Variance Over/ (Under)	
PRIVILEGES, LICENCES AND PERMITS				
Property and Building Rentals	93	67	(26)	
Examination Fees	61	58	(3)	
Subtotal	**154**	**125**	**(29)**	
SALES, SERVICES AND SERVICE FEES				
Other Miscellaneous Services	14	17	3	
Other Registration Fees	69	80	11	
Charges for Personal Mileage		4	4	
Subtotal	**83**	**101**	**18**	
RECEIPTS FROM OTHER GOVERNMENTS				
Federal-Provincial Cost Sharing Programs	64,545	62,377	(2,168)	1
Employability Assistance	5,824	5,824	–	
Subtotal	**70,369**	**68,201**	**(2,168)**	
OTHER REVENUE				
Proceeds from Other Funds	9,830	11,610	1,780	2
Fines, Forfeits and Penalties	10	5	(5)	
Casual Revenue	224	221	(3)	
Refund of Previous Year's Expenditures	355	1,006	651	
Subtotal	**10,419**	**12,842**	**2,423**	
TOTAL REVENUE	**81,025**	**81,269**	**244**	

Explanations for Major Variances

1. Revenue from federal-provincial cost sharing programs were lower than budgeted by $2.17 million. This was primarily due to the writeoff of previous years' receivables for the French Language Institute agreement with the federal government and a decrease to the one-year extension of the 2008-09 agreement ($1.26 million); lower provincial expenditures in federally funded immigration programs ($0.89 million); and lower eligible expenditures for the Older Workers Program and Labour Market Development Agreement ($0.19 million), offset by increased funding for the administration of Canada Student Loand for 2007-08 and 2008-09 ($0.17 million).
2. Proceeds from other funds exceeded budget by $1.8 million primarily as the result of accrued revenue from the Workers' Compensation Board for expenditures incurred by Occupational Health and Safety, and Worker's Advocate.

Student Aid Fund

The Saskatchewan Student Aid Fund was created in 1949 by the Government of Saskatchewan to ensure that students would not be denied access to post-secondary education or training due to lack of financial means. Since then, the Fund has assisted many thousands of individuals to attain their career goal.

For audited financial statements or further information please contact the Communications Branch of the Ministry of Advanced Education, Employment and Labour.

Training Completions Fund

The Training Completions Fund (Fund) was created under *The Private Vocational Schools Regulation Act*, 1995. The Act was proclaimed on December 15, 1995.

The Fund is administered by the Ministry of Advanced Education, Employment and Labour. The revenue of the Fund consists of monies that operators are directed by regulations to provide, donations to the Fund, and earnings from the investments of the Fund. The Fund is primarily used to provide the financial resources necessary to continue the training of students affected by the closure of a private vocational school.

For audited financial statements or further information please contact the Communications Branch of the Ministry of Advanced Education, Employment and Labour.

Guaranteed Debt

Advanced Education, Employment and Labour has Guaranteed Debt through responsibility for the Risk Premium Agreement with the Royal Bank. For further information, please refer to Appendix A.

For More Information

If you have any questions or comments, or would like additional copies of the 2008-09 Annual Report, we invite you to call (306) 787-9478 or contact:

Advanced Education, Employment and Labour
Marketing and Communications
11th Floor, 1945 Hamilton Street
Regina, SK S4P 2C8

To download a copy of the report or to obtain more information about programs and services contained in this annual report, please visit the Ministry's website at www.aeel.gov.sk.ca.

Appendices

Appendix A: Student Assistance and Student Aid Fund Act – Risk Premium Agreement

Guaranteed debt represents a guarantee to the Royal Bank for bankruptcy and/or death of a borrower before loan consolidation within the Student Loans Program. As the number of loans owing to the Royal Bank decrease, so will the guaranteed debt year over year.

in thousands of dollars

Risk Premium Agreement	Budget	Actual	Variance Over/ (Under)	
Total Outstanding Balance at Beginning of Year	43	43	–	
Additions			–	
Reductions	(8)	(17)	(9)	1
Total Outstanding Balance at Year End	**35**	**26**	**(9)**	

Explanation of Variances

1. The Royal Bank Loan Guarantee is determined with reference to projections of outstanding "in school" loans. Adjustments to projections undertaken at year end generated small actual to budget variances.

Appendix B: Student Loans Programs

Effective August 1, 2001, the Province assumed responsibility for the financing of student loans. A loan from the General Revenue Fund is provided to the Student Aid Fund to support this role. The interest rate charge on the loan is at the Province's eight year average cost of borrowing.

The loan program supports the Ministry's objective to "Increase the participation of low-income individuals in post-secondary education and training" through access to student loan funding for tuition and living costs.

in thousands of dollars **Student Loans Programs**	**Budget**	**Actual**	**Variance Over/ (Under)**	
		(unaudited)		
Net Outstanding Balance at Beginning of Year	101,624	101,624	–	
Receipts to the General Revenue Fund	(46,600)	(45,220)	(1,380)	1
Disbursements from the General Revenue Fund	43,000	38,500	(4,500)	2
Net Outstanding Balance at Year End	**98,024**	**94,904**	**3,120**	

Explanation of Variance

1. In part, GRF loan repayments are based on grants and bursaries paid to students. With lower-than-budgeted loan disbursements, the total value of grants and bursaries awarded is also reduced. This resulted in lower-than-budgeted loan repayments.
2. In 2008-09, student loan authorizations were below budget. The sole purpose of the General Revenue Fund (GRF) loan to the Student Aid Fund is to support student loan funding. As a result of student loan authorizations falling below expected levels, total GRF loan draws and balances are below budget.

Appendix C: Acts and Regulations administered by Saskatchewan Advanced Education, Employment and Labour

The Apprenticeship and Trade Certification Act, 1999

The Apprenticeship and Trade Certification Regulations, 2003

The Apprenticeship and Trade Certification Commission Regulations

The Building Trades Protection Act

The Collective Bargaining Agreement Expiry Date Exception Act

The Construction Industry Labour Relations Act, 1992

The Crown Foundations Act

The Crown Foundations Regulations

The Employment Agencies Act

The Employment Program Regulations The Fire Departments Platoon Act

The General Regulations under The University of Regina Act, 1974

The General Regulations under The University of Saskatchewan Act

The Graduate Retention Program Act

The Graduate Tax Exemption Act

The Graduate Tax Exemption Regulations

The Health Labour Relations Reorganization Act

The Human Resources, Labour and Employment Act

The Labour Management Dispute (Temporary Provisions) Act

The Labour Market Commission Act

The Labour Standards Act

The Labour Standards Regulations, 1995

The Lender-financed Saskatchewan Student Loans Regulations

The Mines Regulations, 2003

The Minimum Wage Regulations

The Ministry of Advanced Education, Employment and Labour Regulations, 2007

The Occupational Health and Safety Act, 1993

The Occupational Health and Safety Regulations, 1996

The Post-Secondary Education and Skills Training Act

The Private Vocational Schools Regulation Act, 1995

The Private Vocational Schools Regulations, 1995

The Public Service Essential Services Act

The Radiation Health & Safety Act, 1985

The Radiation Health & Safety Regulations, 2005

The Regional Colleges Act

The Regional Colleges Regulations

The Regional Colleges Program Designation Regulations

The Regional Colleges Programs and Services Regulations, 1997

The Saskatchewan Applied Science Technologists & Technicians Act

The Saskatchewan Indian Institute of Technologies Act

The Saskatchewan Institute of Applied Science and Technology Act

The Saskatchewan Student Direct Loans Regulations

The Saskatchewan Student Loan Assistance Regulations

The Saskatchewan Student Loan Program Regulations

The Skills Training Benefit Regulations The Student Assistance and Student Aid Fund Act, 1985

The Student Assistance and Student Aid Fund Regulations, 2001

The Trade Union Act

The Training Allowance Regulations The Training Programs Regulations

The University of Regina Act

The University of Saskatchewan Act, 1995

The Victims of Workplace Injuries Day of Mourning Act

The Wages Recovery Act

Apprendix D: Advanced Education, Employment and Labour Organizational Chart

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